



THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

September 2002

I am pleased to present the U.S. Department of Transportation's (DOT) Human Capital Plan. This Plan provides an overarching planning framework for the current and future DOT workforce. It is a strategic approach for attracting, maintaining, and developing the human capital DOT needs to perform our transportation mission. Implementation of these initiatives will translate into improving DOT's ability to increase transportation safety, protect the homeland, enhance mobility for all Americans, support the Nation's economic growth, and protect the Nation's environment.

DOT's Human Capital Plan reflects the vision of President Bush's management agenda and through its full implementation will lead the Department in fully meeting the strategic human capital management goals of that agenda. I am especially proud because this Human Capital Plan reflects the Department's collective efforts and best thinking in developing strategies for meeting our human capital challenges.

I fully understand that leadership and accountability are essential to the success of this Plan and my Executive Management Team—the heads of DOT's operating administrations and Secretarial Officers—join me in making strategic human capital management a Departmental priority.

This Department will continue to support and partner with the Office of Management and Budget and Office of Personnel Management to meet the goals of the President's Management Agenda.

A handwritten signature in black ink, appearing to read 'Norman Y. Mineta', is positioned above the printed name.

Norman Y. Mineta